



Equality Impact Assessment form (updated April 2011)

Service Area Education Service	Head of Service: James Harris	Person responsible for the assessment: Amanda B Davies	Date of Assessment: February 2013	
Name of the policy / practice to be assessed: Proposal to close the stand alone nursery at Don Close as part of the school reorganisation programme.			Is this a new, existing or policy / practice under review?	The nursery is existing.
1. Briefly describe the purpose of the policy / practice If the policy / process is under review, please list any options under consideration		The proposal it to close a stand alone nursery. (This proposal is interdependent on establishing two new nurseries in the locality at Millbrook & Monnow Primary Schools) [The process of closure of a nursery involves: statutory consultation process; move to statutory notices; and pending objection to the proposal, either the Cabinet Member or the Minister taking the decision to proceed]. Formal consultation has been undertaken. No objections were received during the Statutory Notice stage which expired on 12 th October 2013. We have submitted documentation to WG as required by the School Reorganisation Code for consideration (it is noted that the Welsh Ministers could “call in” the proposal for a further 4 weeks following the expiry of the Statutory Notice date).		

<p>2. Name any associated policy, legislation, corporate objective etc.</p>	<p>NCC Improvement Plan Education Service Improvement Plan School Organisation and POSP (Planning of school places) 21st Century Schools Strategic Outline Programme (SOP) CYP Plan</p>
<p>3. Who are the main stakeholders in relation to the policy / practice?</p>	<p>Nursery School staff/pupils/parents/governing body Proposed new nursery unit staff/pupils/parents/governing bodies at Millbrook/Monnow Primary Schools Community in the vicinity of the Nursery & Primary schools Non-maintained sector across the city EYDC Partnership Other primary schools with nurseries Stand-alone community maintained nurseries</p>
<p>4. Who performs the service?</p>	<p>Teaching staff at nursery school and proposed new nursery units at Primary schools Governing body at nursery school and proposed new nursery units at Primary schools Local Authority (in terms of admissions, transport, and consultation and engagement for the proposal) Non-maintained sector providing wrap around child care services to support the nursery provision on primary school sites</p>
<p>5. What outcomes are wanted from this policy / practice?</p>	<p>Newport City Council has a policy to close all stand alone nurseries as and when circumstances arise. The Don Close Nursery has a limited asset life and is adjacent to a dilapidated Council property no longer in use.</p> <p>New nursery units will support families seeking education provision within their community. This programme will meet growing parental demand for this provision in Newport and will provide opportunities for children of all areas and backgrounds to access nursery education on school sites.</p> <p>To establish a unique working relationship between primary schools and the non-maintained sector to underpin the mixed economy in Newport.</p>

<p>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</p>	<p>Newport City Council has a policy to close all stand alone nurseries as and when circumstances arise. The Don Close Nursery has a limited asset life and is adjacent to a dilapidated Council property no longer in use.</p> <p>There are staffing implications as a result of the possible closure of the Nursery. Should the decision be taken to close Don Close, employees at that establishment will be at risk of redundancy. Any employees at risk of redundancy would be supported through the Council's Job Security Policy for Schools and HR would work closely with affected employees to mitigate against any compulsory redundancies. This proposal is interdependent on the proposal to establish nurseries at Millbrook & Monnow primary schools, the respective Governing Bodies would be asked to ring fence any resulting vacancies to those employees at Don Close Nursery.</p>
<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<p>Statutory consultation process has been undertaken:- formal consultation has taken place, review of adverse comments has taken place with Cabinet Member. Statutory Notice has been published and one month statutory objection period has expired.</p> <p>No objections were received at Statutory Notice stage and the Cabinet Member is able to take the decision to close the Nursery.</p>

<p>8. Give a summary of the information the council has taken into account for this assessment</p>	<p>Information on pupils and staff is available via the Councils database - EMS (pupils) and maintained by each School for staff. Governor information is maintained by the LA.</p> <p>Estyn Inspection reports to consider the most appropriate settings.</p> <p>Planning of school place data and the capacity of Millbrook & Monnow Primary schools to identify if nursery units can be incorporated into surplus space or for additional capital (21CS) monies to be utilised</p> <p>The Childcare Sufficiency Audit and the Childcare Sufficiency Refresh published in March 2013 provide the evidence based judgement to support this programme.</p>
<p>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</p> <ul style="list-style-type: none"> • Age • Gender • Disability • Race • Religion / belief • Welsh language • Gender reassignment • Marriage / civil partnership • Sexual orientation 	<p>Yes/ No – include detail</p> <p>It should be noted that there has been no issue raised either during consultation or received in correspondence that would suggest any detrimental or negative impact on any of the listed equality strands.</p> <p>Whilst the proposal is to close Don Close Nursery, this is interdependent on establishing nurseries at both Millbrook & Millbrook Primary Schools, therefore:-</p> <p>* The new provision will be for nursery age pupils with the anticipation that dependent upon capacity the provision could be supported by wrap around care on site or by non-maintained settings in the community. It will also be supported by the Breakfast Club initiative and after school clubs where appropriate.</p> <p>** The proposal will increase the provision of nursery education to meet parental demand in line with the aspirations and policy of NCC and aims to redress any gap in the current provision. To also meet the National Implementation Plan for 3 – 16 Education.</p> <p>The proposed all-through 3 – 11 primary school will be accessible to all nursery and primary age pupils across the City, regardless of gender, disability, race, religion or ability.</p>

10 .Summary of the impact of the policy / practice on the general equality duty

The uptake of nursery education will be monitored and visible via pupil placement and admission numbers.

The relationship between the schools and the non-maintained settings will be continuously and closely monitored to ensure any negative effect is kept to a minimum and any issues will be addressed and resolved as they arise.

Equality Action Plan		
Key Actions	Actions (with dates) Any associated performance measures	Lead Officer(s)
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age	<p>The school/community relationship can be monitored and reviewed as necessary.</p> <p>All materials in the new nurseries will ensure its suitability and accessibility for all children in the same way that each primary school already does.</p>	<p>Headteacher Chair of Governors</p>
Gender		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken	<p>We have submitted documentation to WG as required by the School Reorganisation Code for consideration (it should be noted that the Welsh Ministers could “call in” the proposal for a further 4 weeks following the expiry of the Statutory Notice date 12/10/13).</p> <p>The Cabinet Member will be required to formally confirm this decision – this is planned to be by 12/11/13.</p>	Asst Head of Education (Planning)
<p>How will the policy / practice be:</p> <ul style="list-style-type: none"> • Monitored • Performance assessed • Reported 	Head teachers/governing body/LA monitoring of nursery closure. Usual monitoring and performance measures will be employed by the school.	Headteacher Chair of Governors

Does the EIA need be revisited in 6 months/ a year?	No as if this proposal is agreed the Nursery will close on 31 st August 2014.		Asst Head of Education (Planning)
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Signed (lead officer)



Signed (Chief Education Officer)

